

Civil Rights Commission Facts – FY '12

<http://www.state.ia.us/government/crc>



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319-1004

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 26	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 11.22
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Span of Control: 8.33	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	9	<25	0	45-54	1	# of Females:	16	# of Males:	10
25-34	7	55-64	5	25-34	0	55-64	1	% of WF:	61.54%	% of WF:	38.46%
35-44	4	65+	1	35-44	1	65+	0	Average Age:	45.80	Average Age:	45.90
Employee Average Age: 45.84				Supervisor Average Age: 51.17				Average Length of Service: 9.81		Average Length of Service: 13.48	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	6	# of Non-minorities:	18	# African-American:	1	# of "did not respond":	2
% of Workforce:	23.08%	% of Workforce:	69.23%	# Asian/Pacific Island:	2	% of Workforce:	7.69%
Average Age:	49.30	Average Age:	44.70	# Am. Indian/Alaskan:	1	Average Age:	45.75
Average Length of Service:	15.78	Average Length of Service:	9.89	# Hispanic or Latino:	2	Average Length of Service:	9.52

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	2	# of Persons With No Disabilities:	23	# of "did not respond":	1
% of Workforce:	7.69%	% of Workforce:	88.46%	% of Workforce:	3.85%
Average Age:	62.19	Average Age:	43.98	Average Age:	55.94
Average Length of Service:	30.86	Average Length of Service:	9.25	Average Length of Service:	17.36

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 20	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 34.04%	Hire Rate: 38.30%	Number Hires: 5	Transfer In: 4
Retirements: 2	All Terminations: 1	Voluntary Quits: 3	Transfer Out: 2

# of Classes Used: 5	Most Populous Classes: Civil Rights Specialist (20), Clerk-Specialist (3), 3 classes with 1 incumbent each		
Separations - By Class:	Civil Rights Specialist (6)		
# Eligible for Retirement:	5 in the next 5 years	% Eligible: 19.23%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$12,517.53	Sick Leave Payouts: \$2,083.88	Annual Payroll: \$1,424,017.61	Avg. Base Salary: \$53,985.26	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$103,977.35	Vacation Days Earned: 475.4	Vacation Used Expense: \$98,939.59	Vacation Days Taken: 453.3	
Sick Leave Days Earned: 335.1	Reg. Sick Leave Used Expense: \$51,624.54	Reg. Sick Leave Days Used: 228.5	Converted Sick Leave To Vacation Days Used: 23.0	
Sick Leave -Earned Value: \$66,729.39		Avg. Sick Leave Days Per EE: 8.79	Converted Sick Leave To Vacation Used Expense: \$4,822.96	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-17,170.40	Grievances Contract Grievances: 5 Disciplinary: 3 Language: 2 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$162.48	Funeral Days Used: 1.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012